Title IX Fundamentals for Higher Education
Training & Certification Course Agenda

Description:
Title IX Fundamentals for Higher Education is an asynchronous eTraining course — designed to be completed in approximately two hours — that introduces participants to Title IX compliance work, including roles and responsibilities, common team structures, and required processes. The course provides participants the opportunity to examine the history and purpose of Title IX, related federal guidance and regulations, and key court decisions that shape current Title IX compliance practices. Additionally, the course reviews the U.S. Department of Education’s Office for Civil Rights’ role in overseeing Title IX compliance for colleges, universities, and other institutions. Lastly, the course will do a deep dive on the forms of harassment and discrimination covered by Title IX along with relevant definitions.

This course is intended to be a Title IX primer and prelude to ATIXA’s Title IX curriculum for higher education practitioners. Training participants will be expected to have completed this eTraining — or have the same knowledge from prior training and/or experience — prior to beginning other training courses.

Learning Outcomes:
After completing this course, participants will be able to…
- Trace the history of Title IX, including Title IX developments in federal courts and through federal regulations
- Identify the key holdings of the U.S. Supreme Court’s foundational Title IX decisions
- Explain the federal courts’ deliberate indifference liability standard
- Describe the U.S. Department of Education’s Office for Civil Rights’ role in Title IX compliance enforcement
- Provide examples of behaviors that would meet the Title IX definitions of sexual harassment, sex-based discrimination, and retaliation

Course Topics
Title IX Overview & History
- Text of the Law
- The Road to Title IX
- Where We are Today
Key Title IX-Related Issues
- Essential Compliance Elements
- The IX Commandments
- Equality vs. Equity

Title IX & the Courts
- Foundational Case Law
- Common Pitfalls Resulting in Litigation

The OCR & Title IX
- OCR’s Role
- Civil Lawsuits v. Administrative Actions

Title IX Team Roles & Responsibilities
- Sample Team Structure
- Title IX Coordinator
- Investigator
- Decision-Maker
- Informal Resolution Facilitator
- Training the Team

Forms of Harassment and Discrimination Under Title IX
- Required Definitions
  - Sexual Harassment
  - Sex-based Discrimination
- ATIXA Definitions
- Consent Construct
- Navigating First Amendment Protections
- Avoiding Discriminatory Policies and Practices

Grievance Process Overview
- Grievance Process Overview (5 Arrows)
- Deliberate Indifference
- Disparate Treatment
- Retaliation